

## Old Age, Disability, Death

First law: 1993.

Current laws: 1995 and 1998.

Type of program: Social insurance system.

**Exchange rate:** U.S. \$1.00 equals 37.21 Zimbabwean dollars (Z\$).

### Coverage

Compulsory coverage of all employed persons between ages of 16 and 65 who are citizens or residents. Total coverage to be achieved in phases. First phase covered employees in all sectors except domestic workers and civil servants. Second phase will cover domestic workers and civil servants. Third phase will cover self-employed and informal sector employees.

### Source of Funds

**Insured person:** 3% of earnings.

**Employer:** 3% of payroll.

**Government:** None.

Maximum earnings for contribution purposes: Z\$4,000 per month.

### Qualifying Conditions

**Old-age pension:** Age 60 normal retirement, 55 for workers in arduous employment, age 60 to 65 for late retirement.

Minimum contribution 10 years. Up to 7 years credited if age 49 or more as of October 1994.

Retirement grant paid in lump-sum when contributions are under 10 years but more than 1 year.

**Disability pension:** Declared disabled and permanently incapable of work by medical doctor. Disability is not work related.

Minimum contribution, 1 year.

Disability grant paid in lump-sum if contribution was less than 1 year.

**Survivor benefit:** Deceased was in receipt of either retirement pension or disability pension at time of death or would have qualified for either pension.

Deceased contributed for minimum of 10 years but not reached retirement age.

Survivor grant paid in lump-sum if deceased would have qualified for either retirement or disability grant had death not occurred.

### Old-Age Benefits

**Old-age pension:** 1-1/3% of monthly insurable earnings multiplied by the number of years of contributions up to 30 years. Additional 1% of monthly insurable earnings multiplied by the number of years of contributions over 30 years.

Retirement grant: 1/12 of annual insurable earnings times number of years of contribution up to 10 years.

### Permanent Disability Benefits

**Disability pension:** 1% of average insurable earnings multiplied by the number of years contributed up to 10 years. 1-1/3 of monthly insurable earnings multiplied by the number of years contributed 10 years up to 30 years. Additional 1% of monthly insurable earnings multiplied by the number of years of contributions over 30 years.

Disability grant: 1/12 of insurable earnings times number of months contributed.

### Survivor Benefits

**Survivor pension:** 1-1/3 of monthly insurable earnings multiplied by the number of years contributed up to 30 years. Additional 1% of yearly insurable earnings multiplied by the number of years in excess of 30 years.

Spouse or children, 40% of pension or grant, 12% to parents, 8% to other dependents.

Funeral grant: Z\$2,000.00 paid as lump-sum providing deceased contributed for minimum of 1 year of contributions.

### Administrative Organization

Ministry of Public Service, Labour and Social Welfare, general supervision.

National Social Security Authority, administration of program.

## Sickness and Maternity

Health care program for low paid workers. Covers about 75% of the population. Free primary health care for those earning below Z\$400 per month; proof must be provided. Government and mission hospitals serve rural areas; government and private hospitals and doctors are available in urban areas.

Maternity: 70% of pay for 45 days before and 45 days after delivery.

## Work Injury

Current laws: 1990 and 1998. Accident Prevention and Workers Compensation.

Type of program: Employer liability/compulsory insurance.

### Coverage

All employed persons in private sector; no earnings ceiling.

Exclusion: Domestic workers.

Civil servants are covered under a State Disability Act.

### Source of Funds

**Insured person:** None.

**Employer:** Whole cost, through payment of insurance premiums to a Worker's Compensation Insurance Fund. Direct provision of benefits for civil servants.

**Government:** None.

### Qualifying Conditions

**Work-injury benefits:** No minimum qualifying period.

### Temporary Disability Benefits

**Temporary disability benefit:** 100% of monthly earnings (up to Z\$4,000) for first 30 days. Thereafter, periodic payments equal to: 80% of monthly earnings up to and including Z\$600, plus 60% of monthly earnings over Z\$600 up to and including Z\$1,200, plus 50% of monthly earnings over Z\$1,200 up to and including Z\$2,000, plus 40% of monthly earnings over Z\$2,000 up to and including Z\$4,000. Benefit is payable for up to 18 months.

### **Permanent Disability Benefits**

**Permanent disability pension:** Over 75% disability; 80% of monthly earnings up to and including Z\$600, plus 60% of monthly earnings over Z\$600 up to and including Z\$1,200, plus 50% of monthly earnings over Z\$1,200 up to and including Z\$2,000, plus 40% of monthly earnings over Z\$2,000 up to and including Z\$4,000. Where the disability is 75% or less, the pension is multiplied by the degree of disablement.

Children's supplement: One child, 12-1/2% of worker's pension, additional 5% of pension per child for 2 to 5 children, additional 1% of pension per child for each child beyond 5 children.

Partial disability: Lump sum payable if disability less than 30% and monthly pension is Z\$175.00 or less.

### **Workers' Medical Benefits**

**Medical benefits:** Medical charges, including appliances, transportation and drugs, initially up to Z\$2,000. Amount is raised depending on circumstances. Severely disabled are provided rehabilitative services.

### **Survivor Benefits**

**Survivor pension:** 66-2/3% of earnings of insured's pension.

Payable to dependent widow or widower.

Children's supplement payable until age 19 or self-supporting.

Funeral grant: Burial expenses up to Z\$2,000.

### **Administrative Organization**

Ministry of Public Service, Labour and Social Welfare,  
general supervision.

National Social Security Authority, administration of program.